

Public Employee Relations Board

www.perb.dc.gov

Description	FY 2003 Approved	FY 2004 Proposed	% Change
Operating Budget	\$649,330	\$686,185	5.7

The mission of the Public Employee Relations Board is to provide for the impartial resolution of labor-management disputes in the District government pursuant to Section 501 of the District of Columbia Comprehensive Merit Personnel Act of 1978.

The board is an impartial, quasi-judicial, independent agency empowered with the exclusive jurisdiction to resolve labor-management disputes between District agencies and labor organizations representing employees of those agencies.

The agency plans to fulfill its mission by achieving the following strategic result goals:

- Schedule and hold hearings in a timely manner.
- Enforce its orders and defend any appeals filed in the courts.

- Review and amend agency rules and regulations as necessary.
- Review, modify and improve the agency website.
- Complete conversion of agency files to CD-ROM format, which will allow for more efficient response to requests for information.

Did you know...

Telephone | (202) 727-1822

Before an employee files a complaint, he/she should refer to the Public Employee Relations Board Rules on the website to make sure that the filing satisfies the necessary requirements.

Where the Money Comes From

Table CG0-1 shows the sources of funding for the Public Employee Relations Board.

Table CG0-1

FY 2004 Proposed Operating Budget, by Revenue Type

(dollars in thousands)

	Actual FY 2001	Actual FY 2002	Approved FY 2003	Proposed FY 2004	Change From FY 2003	Percent Change
Local Fund	586	623	649	686	37	5.7
Total for General Fund	586	623	649	686	37	5.7
Gross Funds	586	623	649	686	37	5.7

How the Money is Allocated

Table CG0-2 and 3 show the FY 2004 proposed budget for the agency at the Comptroller Source Group level (Object Class level) and FTEs by fund type.

Table CG0-2

FY 2004 Proposed Operating Budget, by Comptroller Source Group

(dollars in thousands)

	Actual FY 2001	Actual FY 2002	Approved FY 2003	Proposed FY 2004	Change from FY 2003	Percent Change
11 Regular Pay - Cont Full Time	249	261	278	275	-3	-1.1
13 Additional Gross Pay	3	0	0	0	0	0.0
14 Fringe Benefits - Curr Personnel	42	47	50	50	0	0.0
Subtotal Personal Services (PS)	294	308	329	326	-3	-1.0
20 Supplies and Materials	5	5	3	5	2	66.7
31 Telephone, Telegraph, Telegram, Etc	4	3	4	4	0	5.8
32 Rentals - Land and Structures	95	91	108	101	-8	-7.2
34 Security Services	2	0	2	2	0	4.5
40 Other Services and Charges	20	38	33	12	-21	-62.8
41 Contractual Services - Other	143	167	170	237	67	39.1
70 Equipment & Equipment Rental	22	10	0	0	0	0.0
Subtotal Nonpersonal Services (NPS)	291	315	320	361	40	12.6
Total Proposed Operating Budget	586	623	649	687	37	5.7

Table CG0-3

FY 2004 Full-Time Equivalent Employment Levels

	Actual FY 2001	Actual FY 2002	Approved FY 2003	Proposed FY 2004	Change from FY 2003	Percent Change
General Fund						
Local Fund	3	4	4	4	0	0.0
Total for General Fund	3	4	4	4	0	0.0
Total Proposed FTEs	3	4	4	4	0	0.0

Gross Funds

The proposed Gross Funds budget is \$686,185, representing a change of 5.7 percent over the FY 2003 Gross Funds budget of \$649,330. There are four total FTEs for the agency, representing no change from FY 2003.

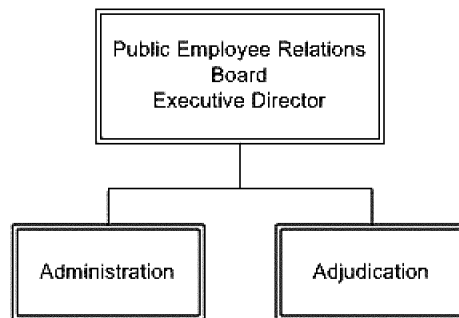
General Fund

Local Funds. The proposed Local budget is \$686,185, an increase of \$36,855 over the FY 2003 approved budget of \$649,330. There are four FTEs funded by Local sources, representing no change from FY 2003.

Changes from the FY 2003 approved budget are:

- An increase of \$37,000 in contractual services, reflecting a mayoral enhancement for the increased costs for hearing examiners and attorneys fees.
- An increase of \$29,589 for contractual services due to the added costs for hearing examiners.
- A reduction of \$19,750 in other services based on prior year actuals and anticipated costs for FY 2004.

Figure CG0-1

Public Employee Relations Board

- A reduction of \$7,529 for fixed costs based on the Office of Finance and Resource Management's estimates.
- A reduction of \$3,145 for salaries to align personnel costs with Schedule A.
- An increase of \$2,000 in supplies based on an increased need for office supplies.
- A decrease of \$1,310 in Nonpersonal Services reflecting gap-closing measures for FY 2004.

Programs

The Public Employee Relations Board operates the following programs:

Administration provides for the day-to-day operations of the Board. The agency executive director is assisted by support staff in performing these functions.

Adjudication provides the Board's mission service in deciding cases. Specifically, pursuant to

Section 501 of the Comprehensive Merit Personnel Act of 1978, the Public Employee Relations Board exercises duties in these areas:

- Adopt rules and regulations for the conduct of agency business.
- Determine appropriate compensation and noncompensation units for unionized District employees.
- Facilitate the resolution of impasses in contract negotiations.
- Certification of collective bargaining units. Specifically, this is the power to officially recognize unionization of a select group of District employees. The Board's decision to issue certification is made on a case-by-case basis on the supporting documentation filed by a labor organization with the necessary legal ingredient being the determination that a "community of interest" exists. Additionally, the certified collective bargaining unit must promote effective labor relations and efficiency of agency operations.
- Decertification of collective bargaining units. Decertification petitions may be filed by the employer agency, an employee of the bargaining unit, or a group of employees in the bargaining unit. If the Board then determines that a majority of the employees in the unit do not wish to be represented by the labor organization, then the decertification petition may be granted.
- Adjudicate unfair labor practices and standards of conduct complaints and investigating allegations of unfair labor practices and standards of conduct when an official complaint is made of a violation of the labor-management provisions of the Comprehensive Merit Personnel Act. If there are no issues of fact at question, the Board may issue a ruling based on the applicable law. If there are issues of fact at question, the Board assigns a hearing examiner to conduct a formal hearing. The examiner then provides the Board with a report of findings and conclusions and a recommendation that the Board can adopt, reject, or modify when issuing its ruling.
- Consider appeals of grievance arbitration awards.

- Review negotiability appeals to determine if a proposal is within the scope of required collective bargaining.
- Defend court appeals. Under the provisions of D.C. Code Section 1-617.13c any person feeling aggrieved has 30 days from the date of the Board's decision to appeal to the D.C. Superior Court, and decisions of that court may be appealed to the D.C. Court of Appeals.
- Publish Board decisions in the D.C. Register.

Agency Goals and Performance Measures

Goal 1: Foster positive, productive labor-management relations.

Citywide Strategic Priority Area(s): Making Government Work

Manager(s): Julio A. Castillo, Executive Director

Supervisor(s): Julio A. Castillo, Executive Director

Measure 1.1: Percentage of cases decided within 120 days of submission to the Board

	Fiscal Year				
	2001	2002	2003	2004	2005
Target	100	100	100	80	80
Actual	100	97	-	-	-

Measure 1.2: Percentage of decisions transmitted to the DC Register for publication within 60 days of issuance

	Fiscal Year				
	2001	2002	2003	2004	2005
Target	100	100	100	100	100
Actual	100	100	-	-	-

Measure 1.3: Percentage of cases appealed to courts in which the Public Employee Relations Board prevailed

	Fiscal Year				
	2001	2002	2003	2004	2005
Target	70	80	80	75	75
Actual	100	83	-	-	-

Note: PERB reduced the FY 2004 target from 80 percent to 75 percent. (12/27/02)

Measure 1.4: Percentage of compensation impasse resolution cases that meet statutory time targets (e.g., mediation within 30 days, arbitration within 45 days after the panel has been established)

	Fiscal Year				
	2001	2002	2003	2004	2005
Target	100	100	100	100	100
Actual	100	100	-	-	-